

CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

Teamsters for a Democratic Union

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Open Letter to Members and Officers Held in Contempt

The General Executive Board of our union has announced their contempt for the rank and file members and local officers as well. The announcement came on April 21, 1983, from a non-union hotel in a right-to-work state, when they selected Jackie Presser as our General President until May 1986. And, if he has his way, till long after that.

Jackie Presser is a man who has turned unionism into its opposite — the pursuit of personal enrichment off the backs of others.

A man who has made himself a millionaire from our dues, and who makes even more in business deals — some with Teamster employers — than from our treasury.

A man whose father, mother, uncle, niece, son, friends and business partners have all gone on our payrolls, draining further millions.

A man currently under investigation for having "ghost employees" on his Local 507 payroll, including relatives. One man already pleaded guilty last month to being on Presser's payroll six years and performing no union services.

A man who last year signed a deal to lower the wages of every trucking industry Teamster in Ohio by \$1.25 — a deal stopped only by the International Union, which he now controls.

A man who has never been elected in a contested election by any Teamster members ever once in his entire life, whose unionism consists of inherited wealth and power, like royalty.

And now, for the bad news. A man who is just 56 years old. That means we can look forward to many years of his rule and ruin of our union, unless we do something about it.

This dastardly act by our 17 top International officers held every member in contempt because they

know Presser was a man no group of Teamsters would freely choose, and who will sell us out for his enrichment and power.

And every local officer was held in contempt as well, because the General Executive Board members didn't so much as consult with them, or they would be well aware Presser couldn't win a vote there either.

No More Excuses

For the past few years TDU has been growing, working together as Teamsters for reform. Against tough odds we have made good headway but obviously have a long way to go.

Many members sit on the sidelines, wishing us good luck but waiting for someone else to do it. Local officers have done much the same, hoping the International officers would come to their senses.

To all of you on the sidelines, we say you can't fool yourself anymore. No more hoping that a "clean" Ray Schoessling will take over. No more wishing for a savior. Our savior is ourselves, joining together.

Our union has taken a beating, from employers, from the economy, from de-regulation, and from mismanagement. Now the GEB has given us a blow-hard millionaire. Like throwing an anchor to a drowning man.

But the beautiful thing about the American labor movement and our Teamsters Union is our ability to come back. When we are down, we are moved to act, and when we act together, we can move mountains.

There is much to be done, and that can be done. To do it, all we need are those Teamsters who know we are right but are sitting on the sidelines. It's time to get in the game, before it's too late.

It's Presser

On April 21, the General Executive Board selected Jackie Presser to succeed Roy Williams as Teamster President.

We learned that Presser prevailed after considerable in-fighting among the 17 members of the Board. Although the vote was reported as unanimous, this vote came after the opposition lost by a narrow margin.

In addition, the sources say, Presser will move hard to demote or push out his political opponents. These include several members of the Executive Board who were possible candidates for the General President's job, such as Western Conference Director Andy Anderson, Southern Conference Director Joe Morgan and Sec.-Treas. Ray Schoessling. Also named as a target of Presser's is Central Conference head Jack Yager, a strong Williams supporter.

Bobby Holmes is slated to become

the new Central Conference Director. If Schoessling, who was the main candidate against Presser, does retire, Joe Trerotola of New York may replace him, with Presser ally Salvatore "Sammy Pro" Provenzano likely to take over as Eastern Conference Director.

All of this remains speculative and even the vacancy on the Board created by Presser's elevation has not yet been filled by appointment.

The election of Presser confirms more clearly than ever the validity of the TDU proposal at the 1981 IBT Convention to amend the International Constitution and **hold a rank and file vote for General President.**

Our coverage of the Williams resignation and Presser appointment is on page 1 (TDU editorial), p.3 (a story on Williams receiving \$534,467 in legal fees from the union), and pages 6-7 (the Presser Record).

Local Stops UPS COLA Ripoff

Following the pattern set in the National Master Freight Agreement, some 90,000 UPS employees have been deprived of their entire 33c in cost-of-living raises. The money was supposed to be diverted to the benefit funds, but it now appears that UPS is quietly pocketing millions of dollars of this money.

New Jersey Local 177 challenged the diversion of the COLA money and forced UPS to reveal precisely what the actual needs of the Health and Welfare Fund are. **The officers of Local 177 have reported to their membership that UPS will retain at most 19c of the 33c to maintain the Health and Welfare benefits.**

The remaining 14c, which UPS had hoped to pocket, will now go into the local pension plan, to raise pensions approximately \$100 per month.

This action sets an example for UPS locals which have company-sponsored health coverage. (Where UPSers are part of a multi-employer H&W plan, the contribution rate is already fixed.) The giant Local 710 with over 5000 UPSers is an example of where the union could seek to recover part of the 33c for the members. Also, most part-timers have company health benefits. Why hasn't the International demanded to know how much of the 33c is really needed for H&W?

When 177 heard from UPS that they planned to retain the full 33c for the company's Blue Cross-administered health benefits, they contested it. They also sent a petition to the International, signed by hundreds of members, which stated:

"We supported the Local 177 Executive Board in 1982 by voting against the collective bargaining agreement between UPS and the Teamsters. The Local 177 Executive Board predicted what would happen to the COL increase scheduled for May, 1983. You informed us that this COL increase is 33c per hour and will be needed by the company to maintain their health and welfare plan. We feel and know that UPS does not need the full amount as this company is making huge profits and buys our benefits at a much lower rate than other businesses..."

Local 177 stated they would have no choice but to strike on May 1 unless the company agreed to negotiate how much of the 33c they would retain. Faced with a tough bargaining stance, UPS agreed to negotiate. Protesting all the way, they finally agreed to a 19c-14c breakdown. Negotiations are still continuing, however.

The action by Local 177 sets an important precedent, one that should be closely watched by rank and filers and local officials across the country.

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LETTERS

Interested in TDU Again After Reading Convoy

Dear TDU,

I would like to renew my membership in TDU. I, like some others who were in TDU (had membership and was in Cleveland, Ohio, 1980), got discouraged about the progress that was being made at the time, but after seeing articles in the TDU paper, I became interested again.

I believe in TDU and always have. I also believe that if the production push is ever stopped at Roadway, TDU will have its hand or say so in it. We have put two leaders in our local but nothing seems to stop Roadway from suspending or firing members.

It's gotten to where I don't care what they do to me because I have my pride and I'm not going to bend down and kiss anybody's butt. Roadway is timing us with stop watches and then taking the production card and punch-

ing in on a computer and telling you that you were only so much percent in the past two hours, that if you don't pick up your speed you're going to stay in trouble. I'm now a shop steward and learning and I'm constantly harassed. I need your help or advice.

Fraternally,

Michael Carter
Local 28
Greenville, S. Car.

Put a Stop to 70-Hr. Weeks

Dear TDU,

I am a retired Yellow Freight driver from Chicago, formerly Effingham, Ill. I retired because I couldn't keep pace working 70-hour weeks. Companies shouldn't be allowed to work men over 40 hours when many drivers are laid off. The reasons for this are obvious. The companies save money on social security, union pension payments, health and welfare payments, compensation payments, etc. These things should not be allowed, and unions should put these things in contracts.

Fraternally,

Delmar L. Prange
Local 710 (ret.)
Litchfield, Ill.

More Full-time Jobs at UPS?

Dear TDU,

It seems like I remember a contract way back when, which said that UPS would consolidate jobs (part-time) where possible to create full-time jobs. I started as a part-timer in 1964 and don't think for a minute that UPS should or can eliminate all part-time jobs. I think part-timers should get maximum wages and benefits, thus helping part-timers make it worth coming in to work for an hour or two, and maybe encouraging management to think about creating more full-time jobs.

Fraternally,

Harold A. Lee, Jr.
Local 89
Bardstown, Ky.

MOVING?

Notify us of your new address or you will not receive your monthly **Convoy-Dispatch**. The paper is sent third class bulk mail and will not be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on the top of the form—**CHANGE OF ADDRESS**.

Quotation of the Month

"Now, in order to convince officials or the people in power in this country that working people are in trouble, the unemployed are in trouble and are in distress, if it takes riots in the streets to bring movement, I would regret that. I think we have a democratic society that is supposed to be responsive. I think our people have continued to have faith in it.

If all else fails and people come to the conclusion that the only way they can get people's attention is to create turmoil in the streets, then I guess, perhaps, we have to go out and organize some turmoil in the streets if that's what it takes to convince people."

—AFL-CIO President Lane Kirkland
(courtesy of Steelworkers Local 1010 newspaper)

Need More TV Exposure

Dear TDU,

There are many Teamster members in my local who are dissatisfied with the performance of their Union. When I mention TDU they have hardly heard

about our organization. More positive exposure in the local press and TV could affect a change in the number of members, and ultimately, a positive change in our settling of labor disputes with the employer.

Fraternally,

Gerald F. Singels
Local 287
San Jose, Cal.

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1982 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights** then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Bilal Chaka, Local 692
Bob Leslie, Local 147

Organizer:

Ken Paff, Local 407

Trustees:

Jerry Bliss, Local 337
Mike Friedman, Local 407
Konstantine Petros, Local 20

Mike Belzer, Local 705

Tom Bernard, Local 435
Charlie Brown, Local 585
Cliff Coonley, Local 600
Fran Griffith, Local 436
Bob Kinnunen, Local 705
Jan Sunoo, Local 278

Alternates:

Clifton McDonald, Local 557
Mike Johnston, Local 679
Allen Ebert, Local 773

RANK & FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

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NEWS FROM THE WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you.

We have a Professional Drivers Council of TDU to help. But we need your input.

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Washington, D.C. 20036
(202) 785-3707

Legal Briefs

States vs. Feds on Designation of Highways for Doubles. Several state governments are battling with the Federal Highway Department over the opening of thousands of miles of highways to double-trailer combinations. The truck weights and lengths bill passed by Congress in January mandated that all Interstate highways and other specially designated federal highways allow doubles. But when the Federal Highway Department announced which highways would be opened, a number of states contended that many of them were too dangerous for doubles. In mid-April, Vermont, Pennsylvania, Alabama and Georgia filed suit to block parts of the plan, and the federal government backed off. Meanwhile, Connecticut has completely defied the new law by passing its own legislation completely banning any double trailers in the state. The states argued that federal officials were unfamiliar with many of the highways, and did not take into account sharp curves, narrow two-lane roads, and steep grades when designating which federally-assisted roads could handle doubles. Both sides say they are now seeking a compromise.

Court Stops TIME-DC Pension Liability Payments. A federal judge has issued a temporary injunction exempting TIME-DC from payment of \$373,000 in pension withdrawal liability claims to the Teamsters North Jersey Welfare Fund. The ruling by U.S. District Court Judge Joseph McLaughlin said that TIME-DC may be exempt from the payment because the company closed down during a union work stoppage. The federal ERISA law mandates that companies which go out of business must pay a withdrawal liability into the multi-employer pension funds in order to keep the funds solvent for future payments. Judge McLaughlin issued the temporary injunction on the basis that additional litigation was needed to determine if TIME-DC should be held responsible for the withdrawal payments. If companies are allowed to avoid payments because of a strike, this could be a strong incentive to companies planning to go out of business to induce strikes in order to avoid pension withdrawal liability.

Union Leaders Can't be Arbitrarily Disciplined for Wildcats. The Supreme Court ruled on April 4 that employers may not discipline union leaders more severely than other workers for participating in illegal strikes. In general, employers have taken the position that union officials are especially responsible for enforcing the no-strike clause of labor contracts, and have tended to single out officials for harsher discipline when wildcat strikes occur. The Supreme Court ruled that employers were not entitled to do this, except in those instances where the labor contract explicitly imposes special responsibility on officials to stop illegal strikes. The court ruling came in a case brought by the General Public Utilities Corporation, operator of the Three Mile Island nuclear power plant, against the International Brotherhood of Electrical Workers. Employer spokesmen said the ruling would lead companies to seek more explicit language making stewards and other union officials responsible in the case of wildcats.

TDUers Demand Fund Recover \$1.25 Million

Four TDU members are demanding that the Central States Pension Fund take steps to reclaim legal fees paid out of pension money to two defendants in Williams' bribery-conspiracy case. On April 14, 1983, their attorney Arthur Fox wrote to the Fund, demanding to know what steps the Fund is taking to insure its ability to recover moneys expended for these two men, in the event they do not prevail in their appeals.

The letter goes on to point out that the next step will be to pursue "other legal remedies" and that this could give rise to personal liability for the trustees for causing needless expenses to be incurred by the Fund.

The two men in question are Thomas O'Malley and Andrew Massa, both of them (formerly) employer

Trustees of the Fund. Earlier action by the four Teamsters resulted in a response that the Fund suspended legal payments to the two men in August 1982. They were both convicted in December, 1982.

The lawyers received \$1.25 million in fees and expenses through June 1982, when the Fund stopped making further payments. It is this \$1.25 million that the TDU members want restored to the Fund.

The four TDU members who initiated the demand that the Fund stop paying the employers' personal legal bills out of retired Teamsters' money are Jim Carothers of Detroit Local 299, Cliff Coonley of St. Louis Local 600, Konstantine Petros of Toledo Local 20 and Robert Steffensen of Lansing Local 580.

Union Pays Williams \$534,467 in Fees

On April 15, TDU revealed in a press release which received national coverage that our International Union paid Roy Williams' personal legal bills to the tune of \$534,467 during 1982.

"This is a disgrace," stated TDU Co-chairman Bilal Chaka, a member of Local 692 in Long Beach, Cal. "That half-million dollars went to pay Williams' legal bills at a time when we need that money to help our unemployed members, and to help organize non-union companies. Instead it went to a man we have already made a millionaire with huge salaries."

Chaka pointed out that in Local 692, like many other locals, the officers urged members to contribute to the "Roy Williams Defense Committee," while claiming that Williams got no union money. No public accounting is being made by this Fund, set up by Central Conference boss Jack Yager—a Williams' appointee.

TDU also revealed on April 15 that IBT staff attorneys in the Marble Palace recommended against union payment of his bills, but the bills were paid anyway. The General Executive

Board authorized them, and the annual financial report filed with the U.S. government claims that "payments ceased with the jury verdict" of guilty on all counts on December 15, 1982.

TDU has called on Thomas Wadden, Williams' attorney and the chief beneficiary of the union's generosity, to repay our treasury and collect his money from his client.

TDU members have written the International Union demanding to know what steps have been taken, if any, to secure recovery of the funds in the event Williams' appeals fail.

Williams got a total of \$813,247 from the International and Central Conference in 1982 in salary and expenses!

Williams will be receiving at least three separate pensions. One of them, the "Retirement & Family Protection Plan", will pay \$89,242.95 a year, according to TDU calculations.

Ironically, there was no mention of Roy Williams at the April 19-21 meeting of the General Executive Board. No motion thanking him, no resolutions of support, no ceremonies.

TDU Victory for Wilson Drivers

Fund Reverses Policy On Pension Credits

When Wilson Freight closed in July, 1980, thousands of Teamsters lost their jobs, and many of them lost pension credits as well. But now the Central Pennsylvania Pension Fund has had to change its policy to grant credits, settling-up on the eve of a lawsuit by TDU attorney Joe Keffer.

Because Wilson stopped paying into some pension funds prior to ceasing operations, the Central Penn. Fund denied them pension credits for that period. For some people this could have caused a "break in service" or otherwise cause pension hardship.

TDU member Rollin Lewis was a driver at the big Wilson breakbulk terminal near Harrisburg, Pa., where hundreds of Teamsters worked. Lewis visited Local 776 to try to get this situation cleared up, but they did nothing and passed the buck to the Fund. He visited the Fund in Reading, Pa. and they passed the buck to the Local Union. Then he asked TDU for help.

TDU's Joe Keffer began correspondence with the Fund, who wrongly asserted that the Local Unions have total responsibility for the matter. Finally in early April Keffer informed the Fund he would immediately file

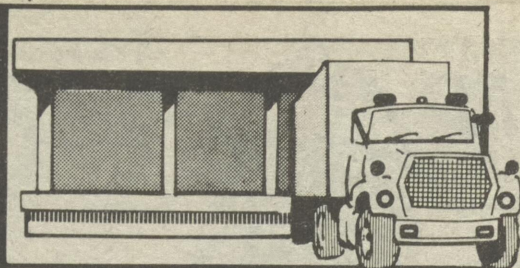
suit in federal court, and began drafting the papers.

The Fund then settled, informing Keffer and Lewis on April 28 that the Trustees had agreed to a change in policy, which would grant ERISA credits to employees at companies that went bankrupt. Rollin Lewis feels a whole lot better, knowing his pension record is cleared up, along with hundreds of others. And he knows that the union should have done this job, but instead he had to turn to TDU to do the job.

Attorney Joe Keffer is still not 100% satisfied. He stated he is glad to meet his main objective of getting credits for the Wilson drivers, and for other drivers in a similar situation. But the Fund still took no action to recover monies from Wilson, choosing inaction instead. And the Fund is claiming they can limit their liability to a three month period. This is sufficient to cover the Wilson people, but may not be for all others.

If your pension fund has denied you credits because your employer did not make the payments, you should be aware that you are entitled to those credits. And now you will know where to turn for help.

Freight Lines



Pressure from Locals Brings IML Settlement. The International in March signed an agreement with IML, which provided for ending the 28% wage cut the carrier imposed in February. The plan calls for IML to begin paying back the money they took after Oct. 1, 1983, but the rate of payback is totally unspecified. Employees who quit or retire will get the money back. The company is retaining its 15% loan program, and the union is giving it the green light. The entire matter should be subject to a rank and file vote but was not.

The settlement came after some local unions threatened strike action. For example, in late February **San Jose Local 287** sent a telegram to IML threatening economic action, and sent a message to all other locals suggesting a meeting "to establish a mutual unified position on the wage reduction." Some other locals were upset as well. Cleveland Local 407 followed up with a letter to the International pointing out that the problem goes far beyond IML, as there is a lack of leadership in the union to defend the contract.

Locals beginning to communicate with each other and work together to defend the contract are vital and a good sign, since the International has shown little inclination to lead anywhere but backwards.

Group Grievance Restores Work Rules at Chicago McLean's. Dockworkers at McLean's Chicago breakbulk recently fought for and won the restoration of work rules regarding absenteeism and tardiness. The company arbitrarily removed the work rules about four months ago, after they had been in effect six years. Despite scare tactics from Local 710 business agents, over 150 of the dockworkers signed a group grievance demanding that the rules be restored. TDU members Jim Moody and Jim Summers played a lead role in circulating the grievance. A few weeks after the grievance was filed, the company gave in completely. A number of the dockworkers have joined TDU and were active in the recent effort to amend Local 710's bylaws to permit election of stewards.

Warning Letter Quota System at Cincy McLean's? Dockworkers have obtained forms used by supervision which seem to indicate that the company is using a "Roadway-style" system of production-related discipline and harassment. The form includes spaces for supervisors to mark down the number of warning letters issued and counseling sessions held, in addition to total bills and total tonnage per shift. Further evidence of this pattern is the fact that in December, 1982 and January, 1983, a total of 440 warning letters were issued and 58 disciplinary hearings were held. Many of these were for the usual bogus reasons such as mishandling freight.

Local 773 Holds Demo Against Non-Union Cement Haulers. In a move which should be emulated by other concerned local unions, **Local 773** recently sponsored a demonstration of Teamster members against a local cement manufacturing company which began using non-union drivers. Local 773 represents some 450 union drivers who work at three companies which haul cement from the manufacturer, Whitehall Cement Manufacturing Co. Local 773 is currently in negotiations with the three union outfits for a new contract. About two weeks ago, Whitehall began using non-union drivers to haul cement, paying about 60% of union scale. The local set up informational pickets to pressure Whitehall not to use the non-union drivers and to settle the contract. At the demonstration, a Local 773 Business Agent and his son were arrested, after being charged with obstructing the highways. This kind of militant action is what's needed to fight the non-union threat.

Suit Against Roadway and Local 878 in Little Rock, Ark. Seven Roadway employees at Roadway's Little Rock terminal have sued the company for its use of casual employees at a time when they had been placed on the lay-off seniority list. The suit alleges that the use of casuals violated contractual provisions by providing that casuals should be employed only when all regular employees are working, and amounted to a ploy to enable Roadway to avoid paying the plaintiff's firing benefits. The suit also charges that plaintiff Randy Harris was illegally fired out of seniority order. The union is charged with failing to represent the employees and enforce the contract.

The Ultimate Concession—No Pay at All. GMW, a St. Paul, Minn.-based trucking outfit, has asked its employees for the ultimate concessions—working for no pay at all. In early January, company Pres. Andrew Haak wrote to each employee informing them that the company needed to raise \$1.25 million in the upcoming months and asked that they work for nothing in the last two weeks in January. The company already had in effect a number of pay reduction plans, which were superseded by the new arrangement. The letter from Haak also strongly requested that employees who wouldn't give up their pay completely to consider leaving the company so that other employees could work for nothing. The question is: where will it end?

Per Capita Dues Hikes. On January 1, 1983 the per capita dues paid by Local Unions to the International Union went up from \$3.65 to \$3.90 per member per month. It could have been raised to as much as \$4.15, but the International did not take the full amount possible. Your Local Union also pays Per Capita dues each month to an Area Conference, and in most cases to a Joint Council. These amounts are much less, but many of them were recently increased also.

Roadway Film Pushes Fear, High Production

Perhaps the strongest evidence that Roadway is concerned about the groundswell of opposition against its production standards can be found in a new movie that Roadway is showing throughout California. Jack Delaney, a Roadway vice-president, is the star of the movie. But he has a co-star who is never named outright, and that is Roadway's production system.

The movie is heavy on fear tactics. Much of it takes place in front of decaying, boarded-up Spector Red Ball offices and a tattered old Spector advertising billboard. The wind howls in the background. As the names of other bankrupt trucking companies roll by on the screen, the message is clear: Either accept Roadway's production standards or risk joining the ranks of unemployed Teamsters.

Delaney blames the demise of companies like Spector on "poor workers" and "poor management." Poor workers are apparently those who object to being constantly hounded to get out more production, even when they are working as hard as they can. And poor management must be those who don't have an elaborate system of production standards like Roadway's.

Bad Report Cards

While Delaney does not openly state that Roadway disciplines employees for alleged "low production," he tacitly admits that this is what happens. He speaks in parables, using the analogy of the schoolchild who should be disciplined if he comes home with a bad report card. Translation: Roadway workers are "schoolchildren," and dock and P&D performance cards are their "report cards," and Big Daddy Roadway will discipline its workers if their report cards are not up to snuff.

Delaney implies in the movie that production standards are aimed at the "2%" of the workers who are absentee problems, and who in other ways do not measure up to the other "98%" who do perform a fair day's work for a fair day's pay.

But the problem is that Roadway will not stop once the "lazy, dishonest workers" are eliminated. Internal Roadway memos actually target the bottom 10%, not 2%, for production-related discipline. And there will always be a bottom 10% no matter how hard everyone works. If allowed, Roadway would turn every seniority list into a sort of revolving door with young, healthy workers replacing older workers who can no longer meet Roadway's ever-increasing standards.

Fight Big R In L.A. Area

In the Los Angeles area, Teamsters employed by Roadway have united with nearly 100% participation to challenge Roadway's illegal productivity standards. Grievances have been filed against the standards at Roadway's major satellite terminals in the Los Angeles basin, including Burbank, Compton/Gardenia, Irvine, Orange, Long Beach, and Vernon.

In addition, grievance petitions are being circulated among dockworkers, shuttle and line drivers and mechanics at the Adelanto breakbulk.

Besides circulating and filing the actual grievances, a communications network has been developed among the stewards from each barn to share information and to develop strategies to support the grievance and protect our Teamsters rights. Information is being shared concerning how to document cases of production-related harassment and counseling sessions.

There is some evidence locally that just circulating the grievance has had an effect on Roadway. In Adelanto, charts comparing the productivity of garage workers were taken down when the grievance became known to management. And the wholesale issuing of trumped up warning letters and the holding of counseling sessions dried up to a trickle at Adelanto two months ago when the information about the pending grievance first came out.

Show Your True Colors

The TDU cap is blue and white, with the TDU emblem in red, yellow and blue. Printed on the front is: MAKE OUR UNION STRONG and RANK AND FILE POWER. It is made of tough 'breathable' nylon mesh, and adjusts to all sizes.

\$6.00 each/\$5.00 each on orders of 5 or more



Name _____

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Amount Enclosed \$ _____

Tannersville, Pa. Roadway

Rank And File Fight Keeps Barn Open

By Keith Gallagher
Local 229, Scranton, Pa.

A committee of Roadway Teamsters from the giant Tannersville, Pa. breakbulk has succeeded in pressuring the U.S. Interior Department to lift its proposed ban on commercial traffic in a nearby national park, a ban that would have forced the closing of the Tannersville facility.

TDU members formed the leadership core of the Roadway Employees to Save Jobs Organization, which led the pressure campaign. Originally scheduled to go into effect on April 25, the ban would have affected a 21-mile stretch of U.S. Route 209 running through the Delaware Water Gap National Recreation Area.

The ban has been postponed for six months, and during this time the Association will seek a permanent solution to the problem. Employees basically agree that commercial traffic is harmful to the park, and will lobby for the construction of a new alternate Route 209 to bypass the park and permit the terminal to remain open.

Commonly called the "Ho Chi Minh Trail" by truckers, Route 209 links I-80 and I-84 on the eastern edge of Pennsylvania, and serves as an easy access route to New England for more than 3500 trucks a day. If 209 had closed, the company claimed, rerouting the road runs would have been so costly that it would be cheaper to run the work from Harrisburg, about 140 miles to the west.

Some 600+ Teamster employees work at Tannersville, and many might



TDU Road Driver Bill Agriss

have suffered long layoffs before Roadway completed the construction of a new, expanded Harrisburg-area facility. Moreover, the economic loss to the Stroudsburg area would have been great—approximately \$60.4 million in lost business activity each year, according to research done by the Employees Organization.

Getting Organized

Organizing to stop the ban began on March 26 at 5 a.m., when "ten or twelve of us had just come off a run," TDUer Bill Agriss said, "They looked at me and said 'Hey, we have to do something.'" The result was Employees to Save Jobs, with Agriss acting as spokesman and Don Lecca, George

Memphis CF Drivers Win Gains

On Tuesday, April 19, Consolidated Freightways road drivers in Memphis, Tenn. began daily picketing at their Local Union 667, over a lack of representation they feel has cost them jobs.

The picketing worked. The men were recalled to work, and on April 28 they were able to suspend their picket lines.

The problem began with a change of operations in December 1982. Even though the Memphis terminal lost runs, new drivers were brought into Memphis, causing 21 layoffs and about 40 additional drivers still on the board to have no work.

The drivers agreed that the Local had done such a bad job protecting their jobs that independent action was needed. The picket line was part of it. And the drivers at CF say they were prepared to have taken even stronger action, up to a possible work stoppage.

They got results. Freight has been brought back into Memphis and all the drivers are working. They got a new Business Agent for their barn. And they have a new hearing coming up on the Change of Operations, scheduled for May 9 in



CF Drivers Picket Local 667 Hall in Memphis.

San Diego.

The men have collected funds for their actions, and will send a representative to go to San Diego along with Local 667 Pres. Johnny Raney.

The CF drivers in Memphis have learned that united action can get results, but an active driver told us that "so far we've got short term gains only." They intend to stay together to see that their gains are lasting. They have also got support from other members of Local 667 for their good rank and file effort in unionism.

Inch and Keith Gallagher also on the planning committee.

The group contacted the media and began lobbying. Local 229 officials helped set up a meeting in Washington, to be attended by Agriss, both PA Senators, area Congressman McDade, Interior Secretary Watt and Transportation Secretary Dole, on April 13.

That same morning Agriss met with IBT Sec.-Treas. Ray Schoessling. The International lent support by contacting the White House. Later that day

over 40 people met in Senator Specter's office.

Back in Tannersville the association raised \$3000 and Local 229 contributed \$2000. Agriss returned to Washington again. On April 20 the victory was announced.

Route 209 is dangerous, but to ban all commercial traffic without an alternate route is no solution. Now the association will work to get an alternate built. Considering their accomplishments, they have every reason to be optimistic.

W. Pa. Union-Busting Fight

One hundred forty employees of Browning Ferris Industries, members of Pittsburgh Teamsters Local 609 and IAM 1060, have been locked out of their jobs in a bold attempt to smash unions. BFI, an international waste disposal company well known for its vicious anti-unionism, demanded a 35% wage and benefit giveback of the 105 Teamster drivers.

But BFI admitted that 1982 was a year of growth with revenues of \$715 million and an operating profit of \$261 million. The rank and file negotiating committee said "No" and BFI rejected their offer to continue working under the old contract.

On March 31, drivers' lockers were cleaned out, all trucks had fuel and fluids drained to check for foreign substances, employees' cars were ordered off the property and armed guards with dogs were deployed at the gates. A nearby Holiday Inn was hired by BFI so supervisors from around the country could be housed in preparation for strikebreaking.

On April 2-3, local papers carried an ad offering to hire "permanent replacements" for locked out drivers and a local security firm ran an ad hiring guards to ride on each truck. Hundreds of unemployed people showed up to apply as scabs, with out-

of-state cars highly visible.

Wives Go into Action

In mid April, wives of the drivers issued a call to the labor movement and community organizations to form a group called the Stop Union-Busting Coalition (SUB). These wives, with the aid of some Teamster officials, other union officials, community organizers, and TDU members, are now focusing much-needed publicity on BFI maneuvers. At a unity press conference on April 29, union leaders pledged their support in forcing union shops to cancel BFI contracts.

More support was gained when one of the Alleghany County Commissioners announced publicly that he had ordered the county's lawyers to examine all county contracts with BFI to see if they could be terminated.

The wives and drivers are determined to stop BFI and to win their jobs back with a decent contract. The formation of the SUB coalition is an important step in building mass community support for a strike that cannot be won without the support of other workers. Checks to aid in the support of this effort should be made out to Rebecca Coy (SUB Coalition president) and mailed to RD 4, Box 51, Tarentum, Penn. 15084.

JOIN TDU!

Reason No. 27 for Why You Should Join TDU:
Jackie Presser was just made General President of our union.

Now do you really need to know Reasons 1 thru 26?
Join TDU today!

Membership Application Teamsters for a Democratic Union

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐

Construction ☐ Production ☐ Other _____

☐ \$20 membership fee—for one year's membership & subscription to CONVOY DISPATCH.

☐ \$25 optional membership fee. (\$5 of this shall be rebated to the local chapter.)

☐ \$10 annual dues for spouses, retirees, and Teamsters who gross less than \$10,000 a year.

(Optional) How did you receive this newspaper? _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials.)

The Presser Record: Can This

1. Introduction

"I will be accessible and will run an open, honest administration."

—Jackie Presser, April 21, 1983

Jackie Presser has promised us a new day in the Teamsters Union. And as every rank and file Teamster knows, a new day such as Presser has promised is desperately needed. The union's membership is shrinking and our contracts are being shredded to bits. So if Jackie Presser can fulfill even one-tenth the promises he made upon his election to be our General President, then it will be a welcome improvement in the policies of the union's top leadership.

But with the fate of our contracts and union at stake, we can't afford to take chances. Is Jackie Presser likely to fulfill the promises he made on April

21 in Scottsdale, Arizona?

The only real indication we have is Jackie Presser's record. Talk is cheap. The question is, what does Presser's past suggest about his future?

In these two pages, we have tried to compile a comprehensive account of the Presser record. We believe every member has the right to know the facts about the new General President.

For our part, we are skeptical that Presser can do the job. We hope we'll be proven wrong. But every member should judge for her or himself. The facts are here. You decide. Is Jackie Presser the best man to lead our union for the next 20 years?

2. Presser's Fortune

"I can make a million through the union."

—Jackie Presser, Cleveland Magazine, October, 1980

Indeed, Jackie Presser has already made himself a millionaire many times over through the union. One of Presser's personal accountants even wrote to the U.S. Labor Department once complaining how complicated it was to report all of Presser's sources of income and possible conflicts.

In 1981, Presser grossed \$353,737 from Teamster Union jobs. Last year, while most of the members were suffering wage freezes and concessions, Presser's salary went up for each affiliate that has reported so far to the federal government. It appears his salary for 1982 will reach close to the \$400,000 mark.

The General President's job brings with it an additional salary of \$225,000 a year. If Presser holds on to his other posts, his salary will top \$500,000 in 1983.

Presser has more than these salaries to make him a millionaire. Even in retirement, he can look forward to multiple salaries, some set up just for his family. His potential sources of enrichment in retirement include:

- The Central States Pension Fund
- The Teamster Affiliates Pension Plan
- the Retirement and Family Protection Plan for International Officers
- Joint Council 41 Business Agents Plan
- Joint Council 41 Severance Plan for Council President (Presser)
- Ohio Conference Severance Fund for "Specified Officers"
- Local 507 Pension Plan

Joint Council 41 also has a unique bylaw provision for "Presidential Travel and Maintenance". This provision directs the Joint Council to provide for all "expenses and allowances" for the President (Presser) when he is traveling on business or "for the purpose of preserving and refreshing his health and general well-being" either at home or abroad.

Presser's family and friends are not left out of the membership's gener-

osity. Presser's father William died in July, 1981. He had "pioneered" the enormous multiple salaries and special pension funds set up to benefit his family. For example, Faye Friedman Presser, Jackie's mother, was paid \$77,300 in 1981 by Joint Council 41. During 1982, she received an additional \$56,865 from the Ohio Conference, thanks to special severance fund arrangements.

Other beneficiaries include:

- Gary Presser, Jackie's 23-year old son, who is the Vice President of Local 507. Like his father, he never worked as a Teamster. Salary \$32,218.
- Jackie's uncle Allen Friedman was paid \$52,000 a year for almost five years as a BA. Friedman has told the Labor Department he never worked for the union, and they are currently investigating Allen Friedman and several other admitted or alleged "ghost" employees of Local 507.
- Cindy Presser, Jackie's niece, worked for Joint Council 41 for just four months in 1978. She managed to embezzle over \$48,000 during this time, and pleaded "no contest."
- Harold Friedman (no relation to Faye or Allen), Jackie's sidekick and "co-owner" of Teamsters Local 507 and Bakery Workers Local 19 (which share offices and officials) is currently considered the highest paid union official in the world, bagging \$426,873 in 1981. Harold's son David is on the payroll as well.

Using the union's resources to make the Presser family into millionaires fits with Presser's businessman philosophy and morals. But does it fit the ideals of the labor movement?

As AFL-CIO Pres. Lane Kirkland told the U.S. Congress Labor-Management Relations Subcommittee last December: "Union office is a calling, not a business. We feel that union officers have to be held to the highest standards of conduct, not just the standards of the marketplace." It seems that Jackie Presser disagrees.



Photo by Jim West

3. Conflicts of Interest?

"I make more money in the private sector as a businessman than I do in the labor movement."

—Jackie Presser, May 8, 1981 Speech to Cleveland "City Club"

That's saying a lot for a man who makes nearly \$400,000 on union salaries and expenses. But Jackie Presser is, above all else, a business executive. Our union is just another business to him, one that he inherited from his father.

The idea of conflict-of-interest does not seem to exist in Jackie Presser's ethics of business.

In 1975, Presser became a business partner of Robert Moss in a company called Pavillion Liquors. At the time, Moss was a corporate Vice President of Leaseway Transportation, which employs 17,000 Teamsters and is the largest Teamster employer in Ohio.

Presser saw no conflict-of-interest in this close relationship with the major Teamster employer in his state. "I've known Mr. Moss for probably 30 years of my life, I know his family," Presser told the Cleveland Plain Dealer in September, 1978. "It looked like a good venture."

That "good venture" didn't work out, but it was far from Presser's only conflict of interest. He also owned 202.5 shares of Cleveland Commercial Truck Repair, which did more than \$758,000 in business with Teamster employers in a five year period, with Leaseway subsidiaries heading the list.

This Presser business had a contract with Teamsters Local 964, but hired 7 non-union people on the side and gave them most of the work. It also has a sweetheart contract, according to former steward Fred Frost.

His Wife's Restaurant

In another conflict, Jackie's wife Carmen owned Dining Towers, a swanky restaurant, and the Forge Party Center. (She got out of the business in 1982.) During much of this time, Presser was president of Local 10 of the Hotel and Restaurant Workers and signed a contract with the restaurant.

The co-owner of the restaurant was none other than Tony Hughes, who just happened to be recording secre-

tary of Presser's Local 507. He is one of the employees now under investigation for being a "no-show". Also, the LM-30 reports filed with the U.S. Labor Department show that Local 507 itself did a brisk business with the Presser-Hughes restaurant business.

These conflicts of interest are the tip of the iceberg of Presser's business dealings, in which our union is seen as just one asset on the balance sheet.

4. The Funds

Over the years our union has bargained for contracts that provide pension and health coverage for our families, one of the most important fruits of unionism. As in other areas, Jackie Presser has an established record in this field.

Jackie Presser joined the Board of the Central States Pension Fund in 1975, taking his father William's position. William, in the words of former Fund Director David Shannon, had been the Board's "dominant figure" until his forced resignation under newly-enacted ERISA rules barring convicted felons from holding such positions.

Jackie lasted only until 1977, when the U.S. Labor Department pressured many of the Pension Fund's trustees to resign because of "questionable loan transactions."

Presser not only approved these loans to his friends, but he himself was a direct beneficiary of the "mafia's bank," as our Fund became known at the time. The Eastgate Coliseum loan is a good example:

- Between 1960 and 1962, Presser received more than \$1.4 million to build the Eastgate Coliseum near Cleveland. He defaulted on the loans, which resulted in a \$400,000 loss to our retirees.

- The Fund foreclosed on the loans and had to sell the property. In 1964, Presser's friend Sam Klein, Treasurer

s Man Lead Our Union Forward?

of Bally Manufacturing, bought the property for a bargain price.

• A few years later, Bally (a slot machine manufacturer), gave Jackie and William Presser a "gift" of 3,750 shares of Bally stock worth \$100,000. Not surprisingly, 18 months later, the Fund gave Bally a \$12 million unsecured loan at the very low interest rate of 6.25%, in 1974.

Ohio Highway Drivers Fund

As President of the Ohio Conference of Teamsters, Jackie Presser is the dominant union force in the Ohio Highway Drivers Welfare Fund. In 1978, William Presser along with other union and employer trustees, was forced to resign from this fund as well, and the Fund's "consultants" were forced to repay \$561,950 to the Fund. TDU members and other Teamsters



Eastgate Coliseum

felt this was an inadequate settlement, and sued again, and in November, 1982 a new settlement brought an additional \$510,000 back to the member's Fund, mostly from the ex-trustees and their insurance companies.

5. The 507 Record

"Judge me accordingly by my performance and my actions."

—Jackie Presser, April 21, 1983

A good place to judge Presser's "performance and actions" is in Cleveland Local 507, which he has controlled for the 17 years of its existence.

Local 507 was created in August, 1966, and William Presser installed his son Jackie as secretary-treasurer and principle officer. Jackie's uncle Allen Friedman was made vice president and Jackie's sidekick Harold Friedman became president. Curtis Conley was another original officer, serving until his disappearance and presumed gangland death in 1974.

Presser's PR firm has spread a myth that Jackie "built up the local from an original 12 members." Actually, most of 507's members were simply snatched from other Cleveland locals. For instance:

- Workers inside the big Kroger, Fisher-Fazio and other warehouses were transferred from Local 407 with no vote taken.

- Local 197 was dissolved into Local 507 in 1967.

- Locals 752, 555 and 545 were all dissolved into Local 507 in 1976.

- 250 Seaway Foods employees were transferred in from Local 400.

Local 507 has never once held an election for any office in its 17 years. The same officers who were installed still control it, except those who died, were murdered, or retired. Members of 507 have no right even to elect their own stewards. The members seem to be sure only of the right to pay dues, and be quiet.

No Membership Participation

Local 507 rarely gets a quorum of 15 members at its meetings. The officers rarely attend. No minutes are read, no officers' reports, no financial reports. No motions are made except to adjourn.

Fear is rampant. BA Rudy Nativio tells members that 507 is a perfect union, a "benevolent dictatorship." (He's at least half right). One member signed and filed an affidavit with the NLRB that a 507 BA, with Gary Presser standing beside him, told him

that if he distributed literature critical of Jackie his arms would be broken.

Local 507 has attempted to organize shops in the Cleveland area with mixed results. Like most locals, it has been hit by hard economic times for labor. But the "benevolent dictatorship" doesn't help to win members and hold them.

For example, in early 1982, Cleveland Metal employees voted to decertify the union, 32—8. One employee, Wanda Lobenthal, was quoted in the press: There would not have been a decertification attempt "if the local officials had just tried talking and listening to us. Instead they always told us what we were going to do. They just flat-out didn't give a damn."

Contract negotiations are carried out in secret, behind the members' backs, and often long after contracts expire. Three of the largest employers in the local are Kroger, Fisher-Fazio and Seaway Foods. Their contracts expired on June 1, June 1, and July, 1982, respectively. They have all gone a year without a new contract, or an explanation as to why!

Ghost Employees

In March, 1983, crime-figure Jack Nardi pleaded guilty to receiving \$109,800 from Local 507 as a "ghost employee", listed on the payroll but doing no work. All of his paychecks were signed by Jackie Presser. The Organized Crime Strike Force believes there are five such ghost employees, including Presser's uncle Allen Friedman and Carmen Presser's business partner Tony Hughes.

Friedman has admitted he did no work for the union, while he was paid \$1,000 a week. He told the Press last month he was harassed by "both sides—the government and my family. My whole family doesn't talk to me." (Friedman's sister Faye is Presser's mother.)

Presser pledged on April 21 to run an "open and honest" administration. To do so, he will have to reverse every policy he has held in the operation of his own local.

6. Presser as Negotiator

Jackie Presser has had less to do with the major Teamster negotiations than almost any other IBT Vice President. By contrast, when Roy Williams became president he was already the chief negotiator for the national freight contract.

But Jackie Presser has made some of his policies on bargaining known:

- In 1982, Roy Williams signed a concessionary agreement in the freight industry (and later with UPS, the auto carriers, and others) agreeing to give away working conditions and jobs, forego the cost of living clause to pay for benefits and a wage freeze.

For Presser, this wasn't enough. Before the contract even went into effect, he came up with the idea of a rider to cover all carriers operating in Ohio, lowering wages some \$1.25 further. The deal was killed by Jack Yager of the Central Conference and Roy Williams. Presser has repeatedly stated that his deal would save jobs, and he still favors it. We could see some move like this in the near future.

- In June 1982 and again in December 1982, Presser put his giveaway policies into effect with the Ohio Rider to the Tankhaul agreement. This covers two Leaseway Transportation subsidiaries, Ray Molder and Refiners Terminal & Transport, along with other carriers. The deal provided for a wage cut of \$1, loss of COL moneys, reducing the weekly guarantee, loss of all sick days, some holidays, and a "new hire" rate of \$9.25.

It was voted down in January, 1983 in Ohio by a 3-1 margin, but put into effect anyway. The whole issue of the earlier concessions, and the way the Ohio Conference imposed the concessions on the drivers is currently the subject of a lawsuit by TDU members and other drivers.

- Presser's approach to the trucking

industry was further revealed in recent dealings with the notorious union-busting outfit, Central Transport, operating in the midwestern U.S. and Canada. Central operates numerous subsidiary companies in a constant shell game against the union.

Recently, Jackie cooperated 100% with Central in using the shell game to bust out of the NMFA. Now on the Central dock in Cleveland, two "separate" companies operate, one under the NMFA, one under a sweetheart deal. Presser has publicly given this his stamp of approval, and his Joint Council even "organized" the deal and assigned members to Local 964, whose president told the press he knew nothing about it.

Presser's assistant Andy Suckart publicly stated it was all OK, because Central had set up a separate company, and if other carriers wanted to do the same, they could! Meanwhile, Truck Drivers Local 407, which represents the NMFA Central employees, has protested the whole matter to the International in an attempt to protect the members and the contract.

- On another important contract matter, Presser and the Ohio Conference played a key role in helping companies like Roadway Express and CF push through the "flexible work week" throughout Ohio.

Teamsters always had a right to vote on this issue, but Presser **eliminated this right** last year. TDUs and others at Interstate, McLean and Roadway barns are suing Presser and the employers now, fighting for the right to vote.

This record of fighting concessions and contract enforcement does not bode well for the future of the Master Freight Agreement, or for the standards of living and working for rank and file Teamsters.

7. Conclusion

Jackie Presser has vowed to move our union in a new and progressive direction.

He says we will rebuild the union with a major effort to organize white collar and high-tech workers. But the union grew strong because of its clout in the trucking and warehousing industries. Other workers saw this clout and wanted to get a piece of the action. If white collar workers see the union constantly losing ground, why will they want to join?

Plans to rebuild our union must begin in the major Teamster jurisdictions, with organizing campaigns and better contracts. Without that, new organizing will be impossible.

The second major direction Presser talks about is a "new image". Unfortunately his idea of this is PR firms, paid ads and hype. Like selling Roloids or Preparation H.

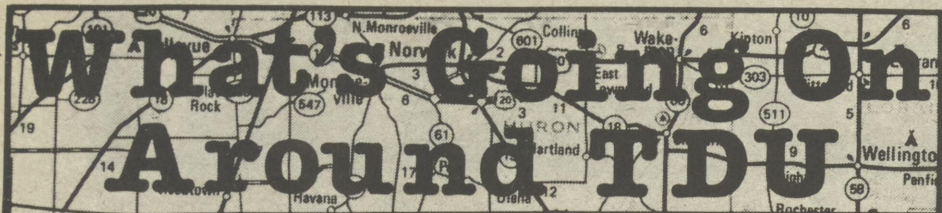
A union's image is the respect it has from its members, the faith that the union can and will do the job. In Ohio

and most especially in his own Local 507, Presser has totally failed at this. All his efforts have gone to self-enrichment and self-promotion.

Presser has also consistently insulted the intelligence of the membership, with stunts like hiring a squad of toughs with our union dues ("BLAST") to harass dissenters at the IBT Convention. Or through his close associations with the anti-union "U.S. Labor Party."

We believe Presser cannot possibly lead our union forward. We hope we are proven wrong, but we don't look for any miracles from the Marble Palace.

Presser's rise to the top should be a turning point for the rank and file. To get involved, to help make our union the best. Change is going to have to come from the bottom, through our locals. TDU is the vehicle for that involvement, and there is no better time than now.



C-D for Sale at Local 384. TDU activists Dick Diesinger and Steve Dias of Norristown, Pa. Local 384 have got a successful formula for informing their brothers and sisters of union and TDU happenings while earning money for their TDU chapter. About four years ago, Dick started handing out **Convoy Dispatch** outside his local hall and asking for a small donation. He took nickels and dimes for each copy and found that his fellow union members seemed more interested in something they paid for. After forming their local TDU chapter, both Dick and Steve started getting quarters and half dollars for each issue. And today, Steve estimates that 75% of Local 384's membership are now purchasing **Convoy**.

"If we miss a meeting now, we get complaints," reports Dias. "**Convoy Dispatch** is the only source of union information that's reliable and complete. They read it from front to back, and we feel that's very important." Dias added that their chapter activities have gotten "quite a bit of support because of this."

"It's a great source of income for our chapter. We raise about \$15 to \$17 each month. And if they give us something for it, they must feel it's important enough to read."

Local 912 Officials Refuse to Allow Bylaws Vote. At the April union meeting, in Watsonville, Cal. Local 912 a vote on some key bylaws amendments was scheduled. These proposed amendments would have: 1) established elected contract negotiations committees and an Election Committee; 2) established a ceiling for officers' salaries equal to that of top pay workers in the major Local 912 contract; 3) entitled all members to union medical benefits; and 4) permitted elected shop stewards.

But at the meeting, Local 912 officials announced there would be no vote, on the ridiculous grounds that there was no quorum at the March meeting. The bylaws were introduced in January and read again in February. The officials announced they would be voted on in April so few showed up at the March meeting.

Watsonville TDU intends to bring charges against the officials for illegally stopping the vote. Last year Watsonville TDU fell just short of $\frac{2}{3}$ support for their bylaws changes, and earlier had succeeded in winning an amendment providing for translation at union meetings.

SoCal TDU Circulates Questionnaire. The Southern California TDU Chapter has issued a questionnaire to Teamsters in its area, seeking opinions from rank and file Teamsters on union representation, elections, contracts, TDU and the activities of the SoCal chapter. Wilson Overall, co-chair of the chapter, proposed the project because, he said, "We shouldn't take for granted that we know what others want just because we're rank and filers ourselves."

Sharon Cotrell, another chapter member, said, "Our response so far has been very good. But we urge others who have not yet responded to do so soon." She added that those who have not yet received a questionnaire should contact SoCal TDU at PO Box 1868, Lynwood, Calif. 90262. Some of the responses to date have commended TDU for its work, and suggested more work on contracts. Cotrell said the questionnaire seemed to be encouraging greater involvement by both members and non-members, and that many have also sent in contributions and membership dues.

UPS Forced to Settle on Discrimination Suit

By John Braxton, Pre-loader
Local 623, Philadelphia

For 27 years, Bob Walker has worked for UPS. For 27 years Bob Walker has been stuck in the carwash and paint department. Although Bob was #1 on the maintenance department seniority list, he watched others move to better jobs while he was forced to stay as a painter.

Bob Walker is black. Those who got the better jobs and the overtime which went with them were white.

In 1972 Bob Walker and three others filed suit against UPS for race discrimination. Their union, Local 724 of the International Association of Machinists, was also sued for failure to represent its black workers properly.

Today, 11 years later, Walker has obtained some measure of satisfaction. UPS has agreed to an out-of-court settlement which establishes a fund of \$190,000 to provide compensation for black maintenance personnel, drivers and supervisors in the metro Philadelphia area who have been discriminated against. IAM Local 724 will provide \$5,000 for the fund.

In addition, UPS has agreed to establish procedures designed to be sure that job opportunities within the company are provided equally to all employees. Employees are to be

notified what promotion routes are available and how to nominate themselves for promotion. If they believe they are being discriminated against, they can appeal to a newly established equal rights coordinator for UPS.

The U.S. court will supervise the operation of the settlement for 3 years.

"I doubt that UPS will be able to mistreat blacks so easily again," says Walker. "And there's something in this for all UPS employees. When you can divide people against each other, the company gets its way. If blacks are treated fairly, it will make it easier for all workers to stick together."

CONVOY DISPATCH

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TDU MEETINGS

BC/Yukon Area TDU
Thursday, May 5—7:30 pm
Rio Hall, 3325 Kingsway

BC/Yukon Area TDU
Thursday, June 2—7:30 pm
Rio Hall, 3325 Kingsway

Chicago Area TDU
Sunday, June 5—1 pm
Cezar's Best Western
5001 W. 79th
Burbank, Illinois

Decatur Area Teamsters
Sunday, May 1—2pm
Bullards Boat Shop
(off Old 36)

Greater New York Teamsters
Sunday, June 12—1pm
Sheraton Hotel at LaGuardia Airport
90-10 Grand Central Parkway
(on the service road)

Phoenix Area TDU
Saturday June 18—12 noon
South Mountain Park; call Phoenix TDU
(602) 964-6825

Northwest Ohio TDU
Sunday, June 12—1pm
Hillcrest Hotel
16th & Madison
Downtown Toledo

Twin Tiers TDU
Saturday, May 7—5pm
Horseheads American Legion Hall
Horseheads, NY

A Rank & File Opinion Column

As I See It...

By Don Griesmann
Local 773
Allentown, Penn.



The Teamsters Union was a good union at one time. A union for its members, not a union for its officials. But the men that built this union with their sweat, their time away from their families, and sometimes even with their blood, are letting the union deteriorate right in front of their eyes. It's up to you men, with 15, 20, 30 years or more seniority, that I pray to you for your help and support in rebuilding our union to what it once was.

The word is apathy, meaning lack of interest or concern, something that there wasn't too much of when the union was being built. Then most

everybody stuck together and worked as Brothers, as we are all supposed to be. If one of our Brothers was having trouble, you would run to help just because he was a Brother Teamster.

Officials Used to Fight

Your officials at that time fought for that man because a lot of them really cared. And the ones that didn't care saw the support this man got from his Brother Teamsters and had no choice but to fight for this man, the way they were supposed to. That's what Brotherhood is all about.

But today it is for the most part different. Many of the older members

are looking forward to retirement and don't care that much. And there is a lot of apathy with the younger members as well.

So what do we have, just take a look. Our union is going downhill full throttle, full speed ahead. Let's put a stop to this, we can, we are the union, you and I. Let's start making our union officials do the job we elected them to do.

But the only way this can be accomplished is through unity. We must demand from our union officials to bargain in good faith for our contracts. And when they do this they must make the companies live up to what's written in those contracts.

Grievances on Hold

In my local, 773, 100% meritorious grievances are put on hold for years. If the Brother that filed it does not stay on top of it 24 hours a day he will never get it through its steps. I know men that have had grievances in for 2 1/2 years and heard nothing on it. Most men just let it go. They don't

want to be bothered fighting for their rights. Well, they really shouldn't have to, that's why we pay our officials most generous salaries and expense accounts—to do our fighting for us. I think the officials bank on the man forgetting his grievance, and that's their idea of a grievance procedure.

But if you break a rule in your contract, the company will hold you to the contract 100%. And the union will say it's in the book. It's a one way street going away from us Teamsters.

So Brother Teamsters once again I PRAY to you all for your help to restore our union to what it once was. Let's be proud to say we are Teamsters, not be classified as crooks and greedy people. Let's not let all that hard work of building a once great union, the greatest in the country and the most respected, go down the drain. Let's do it now, for ourselves, our children and grandchildren. Let's give them a future in the Teamsters Union, too.

Hang UPS

News of
UPS Workers

One UPS Employee Who Got COL. Well, our cost of living money will never be seen by us, but one employee did salvage \$25.00 COL money. Last year, when management was working double-time to sell the lousy contract, he bet a UPS manager in Contra Costa County California that there would be no COL at all in '82. The manager paid off this month. That's one boss that's more reliable than our contract seems to be.

Having Problems With Use Of All-Purpose Bulletin Boards? If you are having any problems with the use of an all-purpose bulletin board in your center, contact TDU by letter or phone (313-842-2600) right away.

UPS Finds New Ways To Screw Part-timers. Before the new contract passed, part-timers were given a lot of reassurances by management that they would not use \$8 an hour new hires to replace senior people. There was no limit to the number of new hires in the new contract, and, like clockwork, two months later the ax came down on part-timers in **Local 688** in St. Louis, Missouri.

Those with seniority as high volume and low volume sorters were being clocked out first, before seasonal help and those with low seniority. Regular part-timers' hours were reduced from an average of 21 hours to 18 hours. Every Thursday this **hour cut** has become a **wage cut**.

On top of this, part-timers have to work at least 1,000 hours in a year in order to get a year of vested pension credit. If you average 18 hours a week x 52 weeks, you would get 936 hours and fall short of the 1,000 needed. If there is a new way to screw workers, UPS can find it.

UPS's Arrogance Runs Amuck in Cleveland Local 407. The officers and stewards in Local 407 have been collecting food and raising money for their fellow unemployed Teamsters. The employers have been very cooperative, but not UPS. When the union stewards tried to sell tickets for the Food Committee's Spring Dance, UPS refused to allow their sale. When the union leafletted the workforce about the situation, the Company had Trustee Joe DiMaria arrested for standing outside the fence on the Middleburgh Hts. parking lot. The dance was a big success anyway, with over 1,400 tickets sold and over 500 in attendance. Net proceeds will be about \$6,500.

Drivers, Take Heed! Nip Driver Release (DR) In The Bud While You Can. The Joint Council 7 UPS Stewards Council in the San Francisco Bay Area has gathered hundreds of signatures on petitions which urge the union to get drivers' written protection from UPS against claims resulting from the DR program. With DR already in effect in the San Mateo Center and Santa Rosa Hub, the Stewards Council believes it is just a matter of time before all Bay Area centers have the program. The petitions will be submitted soon to union officials on the UPS Negotiating Committee. Write or call TDU/UPS Network for wording of the petition.

St. Louis Part-timers Win Grievance Affecting 11. Part-timers just won a grievance at the Central States Joint Area Committee in Chicago (JAC) providing that 11 part-timers who had had their orientation before July 2, 1982, but who started work after that date, will receive the higher rate of pay for part-timers. But another important grievance affecting part-timers was traded away with 18 jobs being reduced from the higher, skilled rate of pay to the unskilled rate of pay.

Local 435 TDU Members Do Grievance Seminar For Colorado Local 17 UPSers. Several TDU members experienced in using the grievance procedure gave a three hour seminar on the UPS grievance procedure. If you are interested in such a seminar on grievances, legal rights, etc., contact the TDU Office (313) 842-2600 and we will send experienced rank and file leaders or staff organizers to do one in your area.

Package Driver Wins \$60,888 from UPS. Lisa Stone of Milwaukee, Wisc. first won \$20,296 after a 3-day trial for bites she received from 4 dogs in December, 1979 when she was attempting to deliver a package. The award was then increased to \$60,888 under a Wisconsin statute which states that such awards will be tripled in cases where it can be proved that the dogs previously attacked at least one other person.

Appeals Court Rules for Workers. During the summer of 1982, UPSers in New York Local 804 went on six different walkouts over working conditions, layoffs, and other issues, one being the next day air work. The company went to court and the judge obligingly granted an injunction for the duration of the contract.

But the Court of Appeals has now ruled that the company should have used the "expedited arbitration" procedure available to them rather than going for an injunction.

The Appeals Court sent the case back to the trial court. The company always tells us the grievance procedure covers everything. If Local 804 can get the lower court to agree with that, the injunction is lifted and the local will be entitled to collect legal fees from UPS.

First You See it, Then You Don't

The Un-COLA

"The COLA will offer protection of your purchasing power against renewal of inflation." — Roy Williams, June, 1982 letter to UPS employees.

"Our COLA payments will be partially or totally diverted into health and pension funds." — TDU/UPS Contract Bulletin, May 6, 1982.

We now see which proved to be true. As reported in CD last month, UPS employees will not be receiving any of the .33c generated in the cost of living clause in the past year. Most of it will go to benefit funds (previously funded by UPS), but some of it will be kept by the company as profit.

Members across the country have asked us about this situation, so we are presenting a brief factual rundown:

- **This is legal under the contract,** because Article 33 was re-written last year to allow our COL to be diverted into the Funds, and gives the power to determine this to the company and International Union.

- **All overtime COL money is simply ripped off by the company.** Plans such as the Central States H&W or Western Conference will be paid .33c x 40 hours = \$13.20 per week. For a driver who averages annually 50 hours, the company retains some \$257 a year as additional profits from this set up. (10 OT hours x .33c x 1 1/2 x 52 weeks).

- **Part timers are especially ripped off.** Most part timers and some full timers are covered by the company for benefits. Thus their entire COL is retained by the company. TDU is working to determine just how much additional money UPS will be paying for benefits, and will make available any results.

- **Some locals take action.** Members of New York Local 804 report that their Local Union has requested that the

International see that their COL is paid in wages. Their local pension and H&W plans are quite solvent and don't need this amount of money. Apparently the International has ignored the request.

New Jersey Local 177 estimated that UPS would use 14c-18c to maintain benefits, and demanded that the remaining 15c-19c be used for wages or increased benefits, threatening a strike. Local 177 members signed a petition to the International for backing on this stand.

The company's letter to all of us (it was written by their PR people, but signed by your District Manager) states that this "will result in UPS paying in excess of \$100 million to help maintain your benefits."

Not the way we figure it. It is **our** money in the first place, and based on their retention of all overtime COL and profiting off the part timers, we figure UPS is retaining up to **\$25 million per year** compared to what they should have had to pay in COL.

We will continue to investigate this issue, and bring all facts to light, including anything that can possibly be done. But the important lesson to learn is that griping about problems does not solve them. We need to look ahead to the next contract.

The IBT reported that 48% of us voted "no" on the contract which gave our COL away. With continued growth of the TDU-UPS network, and more education, next time we will have a very solid majority who understand the situation and will stand up for full restoration of our COL clause, and for improved working conditions.

It was the International as well as the company that put one over on us last time. It's up to all of us to prepare for the next contract, starting now. It's 108 weeks away!

UPS 82 Profits Up to \$332 Million

Despite the worst economic situation in a generation, UPS again made record profits in 1982, climbing to \$331.87 million in after taxes profits. In addition, delivery income, profits per share, and dividends paid per share all increased over the record-breaking year 1981.

These record profits were made despite sizeable investments in an expansion program in 1982. For example, \$115.6 million was spent on aircraft for the new Next Day Air service.

Here is a brief rundown:

	1982	1981
Delivery Income	\$5.213 Billion	\$4.910 Billion
Profits After Taxes	\$331.87 Million	\$327.78 Million
Per Share	\$1.97	\$1.94
Dividends Paid Per Share	\$.65	\$.41

All above information based on the 1982 Report by UPS to the United States Securities and Exchange Commission, filed March 31, 1983. Watch for a TDU/UPS Special Bulletin coming soon with more factual information. (Complete copy of the SEC Form 10-K available from TDU for \$5 for copying and postage.)

Union Tactics For Fighting Production Standards

This is the second of a four-part series on speed-up in the warehousing industry, an issue of great concern to many thousands of Teamsters, which the IBT has chosen to ignore. The first article in the series appeared in the February 1983 Convoy-Dispatch titled, "Speed Up By Any Other Name." The third and fourth parts will appear in summer issues of CD and will deal with the topics of automation and health and safety.

Warehouse Teamsters across the country are increasingly being forced to work under "scientifically engineered" production standards. Whatever their "scientific" cover, the real point of these standards is to determine how fast you will work and how much work you must accomplish each day. When standards are introduced, it almost always means speed-up.

Very little protection from production standards exists for Teamsters in warehouses and the grocery industry. With no master contract and little evidence of initiative from the International Union or the National Warehouse Division, it is difficult for members to win this much needed protection by themselves.

But protection from the ravages of productivity standards is possible. This article will suggest steps you can take to get this protection.

Freight Has Protection, Why Not Warehousing?

Unlike the Warehousing Division, the Freight Division has strong contract language which, when enforced, stops employers from unilaterally introducing speed-up through schemes like production quotas. Article 20 of the National Master Freight Agreement, says: "The employer may

establish reasonable work standards which shall take into account all factors relating to the work assignment, run, terminal and territorial operational conditions, **subject to agreement and approval with the local union.**"

Freight companies try to get around this good language through notorious "Joint Committee" grievance panels. However, warehouse workers usually have arbitration in their contracts, and with clear language, they would have a lever against the introduction of productivity standards. They could pressure the local not to agree to unfair production standards.

The IBT is well aware of the problem. The National Warehouse Division discussed it during their 1977 meeting. Still, they have done nothing about it. This leaves the locals and the members in the difficult position of having to go it alone.

What You Can Do

Warehouse Teamsters work under a variety of production systems. Some warehouses have no specific standards; others face a "floating average", where the acceptable levels of production are set by the average of what is produced; finally, others work under "scientifically engineered" standards, determined by industrial engineers hired by the company.

• **No unilateral introduction of standards.** For Teamsters working without any specified standards, the best advice is "an ounce of prevention is worth a pound of cure." Members in this position should fight for contract language like Article 20 of the NMFA. This would prevent the company from introducing any standards without the specific consent of the local union.

Warehouse Teamsters without production standards should **beware of any**

short-term production incentive drives, no matter how attractive the incentives or how worthy the cause the production might be intended for. In Southern California, standards without incentives were introduced not long after a short-term incentive plan had been tested. At another company, a short-term production plan benefitting Red Cross turned into a long-term plan benefitting only the company.

• **Eliminating the "floating average".** If you are working in a warehouse that has a floating average—where those who fall below the average are disciplined for low productivity—you have a good chance of getting the floating average thrown out in arbitration. One example of an arbitration decision which did this involved A&P and Local 71 in 1977.

A drawback to this decision was that the arbitrator ruled that the company was entitled to establish reasonable standards under the management's rights clause, but the standards had to be based on "sound industrial engineering practices." So while you may win this battle and get the floating average thrown out, the company is likely to continue the war by hiring industrial engineers to get "scientific standards".

Where Engineered Standards Exist

For Teamsters who work under industrially engineered standards, the fight against speed-up is more difficult. But don't lose hope—there are still positive steps you can take.

• **Union time study.** If you are about to get engineered standards, you should try to get the local to have its own time study people involved from the start. Some IBT locals, such as 559 in Hartford, hired their own expert consultants to provide data independent of (and counter to) the employer's assertions. Once the standards are in place, a further step is to have the stewards trained in time study, who can then be involved in any retiming as well as handle grievances relating to the productivity system.

• **Limiting discipline.** Some of the sting of production standards would be reduced if the threat of firing is removed. While a good negotiating committee would want to limit discipline,



line as much as possible, the company's right to fire over productivity is the first and most serious hurdle in this effort.

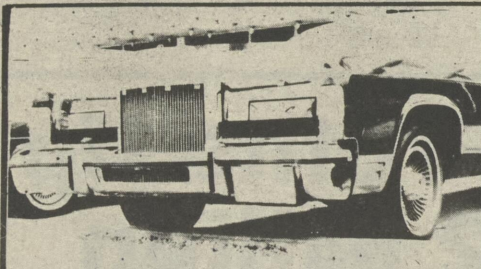
Local contract negotiating committees might want to consider ways of limiting the employer's ability to discharge people for low productivity. One big step is to have a provision in the contract that gives respect to seniority and allows those who have given 20 or more years of hard work to the company to be exempt from discharge for low production. One provision that has been won in some contracts is to base discipline on crew rather than individual output. For example, if a crew makes 90% of standard over a week, then no individual in that crew who falls below 90% will be disciplined.

• Health and Safety Committees.

Physical injuries, especially back injuries, often increase substantially when production standards are introduced. If one does not already exist, a union health and safety committee should be set up when productivity standards are introduced in order to monitor all work-related injuries.

In Denver Local 537, the sharp increase in injuries at a cheese warehouse following the introduction of productivity standards helped demonstrate the unreasonableness of those standards. Documentation of injuries and records of their frequency are important evidence for arbitrators.

These are just a few suggestions on how to fight productivity standards in grocery and warehousing. You may have your own experiences and suggestions. Contact TDU and we'll pass along your experience and advice to other Teamsters in future issues of Convoy-Dispatch.



YOUR DUES PAY FOR THIS?

Holmes Linked to Dorfman on Dental Plan. The economy and soaring health costs have put all our Health and Welfare Funds in a tight spot. But it turns out the Michigan Conference Health and Welfare Plan was under an additional burden—namely Allan Dorfman. When Bobby Holmes, President of Detroit Local 337 and chief union trustee of the fund, set up plan-sponsored Dental Clinics he turned to Dorfman for "help" in setting up the clinics. Dorfman in return arranged for his associate, Ed Brown, to receive 17% of the Dental Plan premiums as a "finders fee". When this was revealed in 1981 in a Detroit News series, Holmes denied contact with Dorfman in setting up the clinics. However, in a recent civil suit Holmes admitted he'd met with Dorfman many times. A Federal Grand Jury is now investigating the ties between Holmes and Dorfman and Brown.

Sammy Pro, Six Other IBT Officials Indicted in Jersey Dental Scam. International Vice-Pres. Salvatore Provenzano was among 10 people indicted by a federal grand jury in Newark on April 19 for a plot to bilk more than \$200,000 from union welfare funds. Indicted along with Sammy Pro was his brother Nunzio, former president of Local 560 who was jailed for extorting labor peace payoffs, and five other former and present officials of Local 560, Local 641 and Local 660, all in New Jersey. The plot involved a scheme to inflate the claims of union members for dental care in order to pay for unauthorized treatments provided to the officials, their relatives and friends. The 15-count indictment detailed 174 specific instances of forgery which took place over the 20 years of abuses.

Cleanweld Employees Beat Decert Attempt

Teamsters at Cleanweld Products in the Los Angeles basin decisively beat back an attempt to decertify their union by a vote of 44 to 13, with an active shop committee being the key to victory.

The April 13 victory was the latest in a series of struggles for the workers, the majority of whom are recent immigrants from Mexico. More than three years ago, the workers unionized their plant, a manufacturer of welding torches and propane cylinders. As part of the 17,000 member Local 986, they won a first contract, improving wages and working conditions.

But according to TDU members at

the plant, the seeds of the decertification attempt also existed. There were half a dozen anti-union diehards still working at the plant. In addition, the union officials showed a lack of sensitivity in particular to the needs of Spanish-speaking members.

But the threat of decertification got the union officials to respond to the urging of the shop committee to help "save our union" by committing as many as eight staff members to the campaign. And after the victory, a Spanish-speaking BA was appointed for Cleanweld and a pledge made of monthly visits.

— TDU Members at Cleanweld

The Steward's Corner—Please Cut & Post

Types of Picketing

Although stewards and members are not often in a position to initiate picketing on their own, it is a subject on which active Teamsters should be knowledgeable. With the situation facing our union today, **using new tactics is a must** to defend and advance union conditions and jobs.

Some of the tactics described here can be put to use **right now** by Local Unions to protect union jobs in the trucking and other industries.

There are several types of picketing or terms that are important to understand.

Primary Picket.

The word "primary" means a picket or strike directed against the employer with whom there is a dispute. Almost all Teamster contracts have language similar to this: "It shall not be a violation of this agreement, and it shall not be cause for disciplinary action in the event an employee refuses to go through or work behind any primary picket line, including a primary picket line at the Employer's place of business."

Secondary strikes and picketing are practically outlawed in the U.S. by the anti-labor Taft-Hartley Act. This means, for example, if a non-union company delivers freight to Roadway Express to interline, it would be illegal for the union to strike Roadway Express to force them not to handle it. This law should be fought as it removes a powerful tool of solidarity from the union arsenal.

But for now we are for the most part limited to "primary picketing" which still leaves room for plenty of creative tactics.

Extended Picketing.

This is a very important tactic. Suppose that one warehouse or plant is on strike, but they are part of a larger company. This could be a food warehouse, bottling plant, etc. While you picket one plant, production goes on full speed (or even increased) at others, so your strike is ineffective. But you have an effective response, perfectly legal, called **extended picketing**. You can dispatch pickets to other plants or facilities of the same

employer, provided they are managed and operated in common.

For example, a strike at one Safeway Foods warehouse can be tough as the employer routinely brings in management scabs, etc. It is perfectly legal in this case for the union to extend the picket lines to other warehouses, and/or to the food stores themselves (if the clerks' union cooperates). Safeway could be told "we will extend our picket line to one major warehouse of yours every week this strike drags on, so settle up fast and save yourself a bundle." This is perfectly legal, but needs the sanction of the union.

To beat the big corporations that are pushing labor around today, extended picketing has to become a tactic we know and use well. Cooperation between Local Unions is a must on it.

Ambulatory Picketing.

This is a very important tactic in the trucking industry. Ambulatory pickets are used to follow trucks. Suppose a company is on strike but begins operating with scabs. Picketing at the plant gates is not enough, especially with high unemployment causing more people to consider scabbing.

In this situation it is perfectly legal for the strikers and others under the direction of the union or striking workers, to follow the trucks of the struck employer.

Take the example of McBride Trucking in St. Louis. They busted the NMFA last year, and Local 600 struck them. The company hired scabs, but with the support and active participation of many other Teamsters from other barns, the trucks at the struck company have been consistently followed to plants, shippers, and consignees in the area. It has greatly hurt business and Local 600 members feel that the company will sign the contract or go out of business.

Headlight Picketing.

This is an expression that goes along with ambulatory picketing. When a truck arrives at a plant to pick up or deliver, the pickets following the truck approach the gate, plant guard, or other responsible party and ask permission to picket at the headlights of

the truck. They are not picketing the plant, only the truck. If they are denied permission, they may legally picket at the gate nearby to the truck, so long as the truck and driver remain on the plant premises.

A legal consequence of ambulatory "headlight" picketing is that workers may refuse to load or unload that truck, should they feel so inclined. At unionized plants this is quite common, making the picketing effective.

Area Standards Picketing.

This again is a very effective tactic, especially when combined with ambulatory/headlight picketing. This is designed to deal with scab outfits that are hard to organize. They can still be effectively picketed and hurt by the union.

In Area Standards Picketing, the union does not make a claim to represent the employees at the employer in question. The pickets are placed at the company because the company is undercutting the union's area wage and benefit standards for that industry. For example, a non-union cartage company that undercut the union scale can be hit with Area Standards Pickets. It is used often in the trucking and construction industries.

This means a non-union cartage company can be picketed by a Local even without claiming to represent its employees. Its trucks can be followed to plants, to other terminals (where it interlines), and "headlight pickets" put up there. It would be perfectly legal for workers to refuse to load/unload that truck, and pressure would be brought to bear on the situation. It works.

Informational Picketing.

Informational picketing is distinguished from a strike, and is aimed solely at informing the public about a problem. You can, for example, legally conduct an informational picket any time against your employer, provided you make it clear you are not attempting or actually causing a work stoppage.

Informational picketing can also be used perfectly legally at union halls,



public hearings, etc. It is an expression of free speech. For example, during April, CF drivers in Memphis Local 667 picketed their union hall over what they feel was a complete lack of representation in a change of operations, and got results.

Need Active Membership.

These tactics outlined here are legal, and in use right now. But unfortunately, it's often a matter of too little, not coordinated, and sometimes ... too late.

These tactics depend on an **active membership**. A few BAs cannot go out and follow all the trucks of a scab outfit. But one BA can organize volunteers from various barns and of unemployed members to picket.

This is what is needed. Active programs, in local unions to rebuild our union strength. It can be done but needs both the leadership with the guts and intelligence to do it, and a membership that will help. Those of us in TDU are proud to be part of this kind of program.

One note of caution: The brief rundown here gives you the general ideas, but cannot substitute for careful legal advice in such a campaign. But then, these things are pretty routine matters and local officials who cannot understand these basics ... it's time they learned. The jobs we save might be our own.

Members interested in more technical details on legal rights in picketing, see the TDU Legal Rights Handbook [\$4 from TDU], or Chapter Seven of Labor Guide to Labor Law by Bruce S. Feldacker, Reston Publishing Co.

By Mel Packer
Local 800, Pittsburgh

Owner-operators who have not yet filed for bankruptcy should turn to the Yellow Pages and contact a bankruptcy lawyer today.

Well, perhaps that's a bit exaggerated, but not by much. The Fuel Surcharge (FSC), one of the last remaining gains won through decades of shutdowns and struggles, is soon to become as extinct as the good-paying load.

On February 28, the Fifth Circuit Court of Appeals, acting on suits filed by carrier organizations, ruled that the Interstate Commerce Commission (ICC) exceeded its authority in requiring companies to reimburse owner-

U.S. Court: ICC Must Drop Fuel Surcharge

operators for a portion of their fuel costs. The court ruled that the present surcharge must be ended within 60 days. (Such 60-day period will not begin until exhaustion of a pending technical appeal that will have no effect on the termination of the FSC.)

Interestingly, the court said that the ICC probably **does** have the right to allow a surcharge for increased fuel costs, but does not have the power to force companies to pass it on to owner-

operators. In other words, it's OK for companies to get rich, but not OK for owner-operators to break even.

The ICC had one final chance to change this by appealing the decision to a higher court, but a motion to do so failed to gain support from a majority of the ICC commissioners.

Detention Rules Gone, Too

In a politically related decision, the ICC has also denied an appeal to

reinstate the detention rules, claiming that without detention time, the industry will be more efficient.

Owner-operators who still hope for some justice from the ICC had best abandon such fantasies. Whether an owner-operator thinks of himself as a small businessperson or simply a worker with expensive tools, this government is out to increase the profits of big business and damn the folks who make it run.

Owner-operators must gain collective bargaining rights and begin organizing everyone into a union that can fight for the rights of all. For without that right and continued organization to protect working standards, the gains of yesterday will continue to be stripped away.

Akron Vote Scheduled St. Louis Members Win Bylaws Victory

On April 17, over 250 members of St. Louis Local 600 went to the union hall and voted two important changes in their local bylaws, the rules that govern the local union.

First, they voted by a 10-1 margin to place into the bylaws that "No severance pay in any amount shall be paid to officers or agents or employees when leaving their positions." TDU Chapter 600 had worked to pass the amendment, and distributed two different newsletters prior to the vote.

One newsletter explained carefully how every local officer and agent in the entire Teamsters Union already has two pension plans, and one of them includes a severance plan as part of it. These are paid by our per capita dues to the International.

Second, they voted to cut officers' and agents' salaries by 12-15% and to gear all future increases to match increases received by members covered by the national contract. The Executive Board had already begun the cut. This change put it into the bylaws.

TDU members at their meeting a week later felt proud that the rank and file made constructive change, to safeguard the local treasury.

Vote Set in Akron Local 24

Several negative bylaws changes will be coming up for a vote at the May 15 meeting of Akron Local 24. All the

changes were proposed by the officers and three in particular should be opposed.

One would eliminate election of BAs, making them all appointive. Another would provide for a second severance plan for all officers and agents, one week's pay for each year of service up to a maximum of 10 years. And a third would raise from \$1,000 to \$5,000 the amount of expenditures that require membership approval.

The Local Union has been hard hit by the economy, with a big chunk of the membership about to be lost through a PIE change of operations, as well as by Jackie Presser's no-win policies in Ohio. It's time for positive work to strengthen the Local Union, but instead the officers have come forward with plans to take more control and a second severance plan.

The possible elimination of elected BAs is very serious, as the International Constitution was amended at the IBT Convention in 1981 to prohibit any bylaws changes to get elected BAs. Thus once they are lost, they will be lost forever.

TDU members in Akron are circulating flyers explaining the issues behind the changes and building for a good turnout to make sure these changes are prevented from going through and weakening the union.

TDU Steward Wins Job in NYC

On March 7, 1983, steward and TDU activist Roberto Sanchez was ordered reinstated as a driver for Goodie Brand Produce at the Hunts Point produce market in New York City.

Sanchez was fired on September 28, 1981 for trying to represent the 100 Teamsters on the job. Local 202 was virtually non-existent, so this was no easy task. Apparently Roberto's fellow Teamsters appreciated his effort, because one week after he was fired 90 of them went on an informational picket line and a job action that lasted several days. The employer retaliated by firing another 16 Teamster employees.

Now, thanks to good organizing and TDU legal defense, all 17 are back to work and will be receiving back pay, benefits and interest. The first 14 got their jobs back a year ago, after the National Labor Relations Board issued charges against Goodie Brand. But the employer held out on Sanchez and two of the other fired workers until the final NLRB ruling.

Holds Out for Justice

Sanchez was personally offered some \$40,000 to drop the matter and quit his job, but he stuck to his union principles and held out for all the workers being made whole and getting their jobs back.

Meanwhile, in a related manner, the company reached an out-of-court settlement with seven drivers who were being paid below contract scale, while the union did nothing about it. TDU lawyers Hall, Clifton & Schwartz



Sanchez Supporter on Picket Line
sued over this, and the company agreed to pay \$51,200 in back pay. Wage rates have been returned to scale.

In addition to the \$51,200 won by the seven drivers, the 17 illegally fired workers won substantial back pay settlements. Fourteen of them will get six months back pay, while Sanchez and the two others will be getting 18 months back pay. The total settlement is not yet finalized, but will run into six figures.

Sanchez stated that the best part of all is that finally the company has learned a little respect for the union rights of the employees. Since returning to work, they treat him as a steward and he has successfully been able to deal with grievances. And Local 202 has begun to act like a union, too.

Overall, it was a great victory for the rank and file and for members who have learned that by sticking together, and getting help from TDU, you can win what once seemed impossible.



These 710 members from Indianapolis, Indiana, Galesburg, Illinois and Davenport, Iowa drove hundreds of miles to cast a vote for democracy in 710.

Bylaws Effort Brings New Day in Local 710

"We won something big today," said Dan Dresky, 710 member and TDU activist, "and that's unity." These words summed up the feelings of more than 100 members of Chicago Local 710 who stood up to be counted in favor of an elected stewards bylaw amendment at the Local 710 meeting on April 24.

Although the amendment was defeated, Local 710 Sec.-Treas. Bill Joyce and his machine were put on notice that the fight for democracy in Chicago has only just begun, and that the members are no longer afraid to speak out.

Despite past incidents of intimidation by the Local officers, supporters of the elected stewards amendment came to Chicago from as far away as Indianapolis, Indiana and Davenport, Iowa.

Lisa Hopper, a UPSer from Davenport said, "This was my first union meeting and I heard all the scare stories about what could happen in Chicago, but we had our say. I will come again, and the next time we'll have a busload of people from Davenport. I'm not afraid."

Forced to Yield Respect

710 officials, used to bullying any member with an opposing view, were forced to yield respect to those who came in support of elected stewards. When supporters of the amendment were heckled as they spoke, shouts of "Let him speak!" were heard throughout the hall. This unprecedented show of opposition to Bill Joyce's stranglehold on the local was a giant step for the rank and file.

"We had a pretty good discussion

going," said John Wagner, a road driver from Hall's. "I was watching who was applauding the points we made, and we were winning votes during the discussion—maybe 50 more than when we walked into the hall."

Gail Richardson, from Indianapolis, said, "We didn't know what to expect, but we came up here with one thing in mind, and that was to exercise our rights as union members. I think we accomplished that."

Rights Still Denied

Nonetheless, thousands of other Local 710 members are still denied an equal right to participate in union affairs. A large percentage of the membership of 710 lives hundreds of miles from the union hall in Chicago, making it nearly impossible to be present for important votes, such as the one on elected stewards.

Some 1,200 signatures were collected from members outside Chicago demanding the right to vote. Internal union charges have been brought against Joyce with the aim of giving every member of Local 710 a chance to participate equally in union affairs.

At the TDU meeting following the vote, speaker after speaker expressed confidence that they would be back much stronger the next time the bylaws change for elected stewards is voted on.

At the end of the meeting, Gary Boelkes of Galesburg, Ill. told his brothers and sisters: "Relay the news that there is no reason we can't win elected stewards. There is no reason we can't change this union. With the strength and unity I saw today, I know we can do it."

